

SUBJECT: FLPP Clarification Message

HQDA has published a subsequent message to clarify the entitlement to include content of orders and termination of certain languages for entitlement.

Paragraph 12 provides the languages that are authorized FLPP entitlement. The languages are correct although the codes do not match. The correct codes are provided in AR 611-6. Any language not listed in the FLPP I or II list is not authorized the entitlement after April 9, 2002 but can retain entitlement until the current test terminates.

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FM HQDA WASHINGTON DC//DAPE-PRC//

SUBJECT: CLARIFICATION OF FOREIGN LANGUAGE PROFICIENCY PAY (FLPP)

MESSAGE DTG 111305Z APR 00

1. ELIGIBILITY DATE FOR FLPP I:

A. ENLISTED: INITIALLY BEGINS WHEN AN ENLISTED SOLDIER COMPLETES AIT, HAS BEEN AWARDED AN MOS, AND HAS SIGNED INTO THE FIRST DUTY STATION.

B. OFFICER: BEGINS WHEN THE OFFICER SIGNS IN THE FIRST DUTY STATION UPON COMPLETION OF LANGUAGE TRAINING OR PROFICIENCY TESTING.

2. THE MONTHLY RATE OF FLPP I AND ALL ADDITIVE PAYMENTS SHALL NOT EXCEED \$300 A MONTH.

3. FLPP I ELIGIBLE SOLDIERS MUST BE CURRENTLY QUALIFIED IN THEIR CONTROL LANGUAGE (CLANG) FOR ACTIVE COMPONENT/ PRIMARY LANGUAGE FOR RESERVE COMPONENT (RC). ADDITIVE PAYMENTS ARE CONTINGENT UPON THE SOLDIER BEING PROFICIENT IN THE CLANG/PRIMARY LANGUAGE. THE ADDITIVE PAYMENTS ARE AT \$50 INCREMENTS, AND MUST BE FOR DIFFERENT LANGUAGES AS INDICATED ON THE FOREIGN LANGUAGE LIST.

4. A SOLDIER IS NOT ENTITLED TO FLPP I AND FLPP II FOR THE SAME PERIOD OF TIME.

5. LINGUISTS WHO DO NOT HAVE A CURRENT DA FORM 330 MUST BE TESTED TO INITIATE FLPP ORDERS AND THE EFFECTIVE DATE WILL BE THE DATE THE SOLDIER TESTS.

6. FLPP II IS ONLY FOR SOLDIERS IN AN ACTIVE STATUS. RESERVE COMPONENT SOLDIERS IN AN INACTIVE DUTY STATUS ARE NOT ELIGIBLE FOR FLPP II. SOLDIERS ENTITLED TO FLPP II ARE PAID FOR ONE LANGUAGE PER YEAR. THE CAP FOR FLPP II IS \$100.

7. PROFESSIONAL LINGUISTS: SOLDIERS WITH LANGUAGE-DEPENDENT MOS, OR SOLDIERS ASSIGNED TO A DUTY POSITION REQUIRING LANGUAGE CAPABILITY. THESE SOLDIERS CANNOT BE PAID FLPP II AND ARE PAID BASED ON ONE OF THE FOLLOWING:

A. THE POSITION LANGUAGE. ASSIGNED TO MILITARY DUTIES WITH A DESIGNATED LANGUAGE. (EXEMPTION CATEGORIES ARE LISTED IN THE REFERENCED MESSAGE.) ALL SOLDIERS WHO ARE IN EXEMPTION CATEGORIES CONTINUE TO RECEIVE FLPP AS LONG AS THEY TEST ANNUALLY AND ARE PROFICIENT IN THEIR CLANG/PRIMARY LANGUAGE. IT IS REQUESTED THAT SOLDIERS IN THESE CAREER FIELDS CONTACT THEIR ASSIGNMENT MANAGER FOR CLARIFICATION OF THEIR CLANG OR REQUESTS TO CHANGE THEIR CLANG.

B. THE SOLDIER'S CLANG/PRIMARY LANGUAGE: IN CASES WHEN THE POSITION DOES NOT HAVE A DESIGNATION.

C. WHEN CHANGES ARE MADE TO THE MTOE OR TDA EFFECTING THE AUTHORIZED LANGUAGE FOR A POSITION, HQDA(PERSCOM) MUST BE NOTIFIED FOR PAY POLICY REQUESTS.

8. CONTROL LANGUAGE (CLANG):

A. ENLISTED: SOLDIERS HAVE A CONTROL LANGUAGE LISTED ON THEIR EMF.

B. OFFICERS: OFFICERS AND WARRANT OFFICERS HAVE A LANGUAGE INDICATOR CODE (LIC) THAT WILL SERVE AS A CLANG. ALL OFFICERS/WOS WHO ARE UNSURE OF THEIR CLANG LANGUAGE SHOULD CONTACT THE APPROPRIATE ASSIGNMENT PERSONNEL MANAGERS FOR DETERMINATION OF THEIR CLANG.

C. CLANG IS THE LANGUAGE WITH THE MOST RECENT GOVERNMENT-EXPENSE TRAINING REQUIRED BY THE ARMY. THIS LANGUAGE IS THE DESIGNATED CLANG UNTIL THE SOLDIER IS NO LONGER UNDER A SERVICE OBLIGATION FOR THE LANGUAGE (2 YEARS FOR EVERY YEAR OF TRAINING)

D. UPON COMPLETION OF THE ACTIVE DUTY SERVICE OBLIGATION (ADSO) FOR LANGUAGE TRAINING, A SOLDIER MAY SEND A 4187 THROUGH THE UNIT TO THE APPROPRIATE PERSONNEL MANAGER (AT PERSCOM/ARPERSCOM) TO REQUEST A CHANGE OF THE CLANG.

E. IF A SOLDIER HAS NEVER RECEIVED GOVERNMENT-EXPENSE INITIAL LANGUAGE TRAINING, THE PERSONNEL MANAGER WILL DETERMINE THE CLANG, BASED ON PROFICIENCY LEVEL AND REQUIREMENTS.

9. TABLE 6-2 FLPP PAYMENTS:

THE MINIMUM SCORE FOR ELIGIBILITY FOR FLPP IS A 2/2 PROFICIENCY RATING.

FLPP I PAYMENTS (CAREER LINGUISTS)

ONE FOREIGN LANGUAGE:

	PROFICIENCY RATING	
	LISTENING	READING
F1 = \$100	2	2
F2 = \$150	2+	2+
F3 = \$200	3	3

IF A SOLDIER SPEAKS TWO FOREIGN LANGUAGES: THE SECOND LANGUAGE MUST BE AT A MINIMUM OF 2/2 PROFICIENCY RATING. IF THIS REQUIREMENT IS MET THEN THERE IS A \$50 INCREMENTAL PAYMENT TO THE AMOUNT OF FLPP THE SOLDIER QUALIFIED FOR IN THE ABOVE CHART.

F4 = \$50

IF A SOLDIER SPEAKS THREE FOREIGN LANGUAGES OR MORE: THE ADDITIONAL LANGUAGES MUST BE AT A MINIMUM OF 2/2 PROFICIENCY RATING. IF THIS REQUIREMENT IS MET THEN THE SOLDIER RECEIVES ANOTHER \$50 INCREMENTAL PAYMENT.

F5 = \$50

FLPP II PAYMENTS (NON-CAREER LINGUISTS)

	PROFICIENTY RATING	
	LISTENING	READING
L1 = \$50	2	2
L2= \$75	2+	2+
L3 = \$100	3	3

NOTE: THE FLPP RATE IS BASED ON THE LOWEST SCORE. ANY SCORE LESS THAN 2/2 IS INELIGIBLE FOR FLPP. FOR EXAMPLE, FLPP I, CAREER LINGUISTS, THAT SCORE A 2/3 WOULD BE ENTITLED TO \$100 PER MONTH

10. SOLDIERS ARE ELIGIBLE FOR FLPP BASED ON THE FOLLOWING:

A. IF A DEFENSE LANGUAGE PROFICIENCY TEST (DLPT) IS AVAILABLE IN THE TESTED LANGUAGE, THE SOLDIER QUALIFIES WITH TWO SCORES - READING AND LISTENING. THE DEFENSE LANGUAGE SPEAKING PROFICIENCY TEST HAS BEEN DISCONTINUED, THE SPEAKING COMPONENT WILL BE ADMINISTERED BY AN ORAL PROFICIENCY INTERVIEW IF NEEDED.

B. IF ONLY A DEFENSE LANGUAGE READING PROFICIENCY TEST (DLRPT) EXISTS FOR THE LANGUAGE, THE SOLDIER WILL RECEIVE ONE SCORE - READING, WHICH QUALIFIES THE SOLDIER FOR FLPP.

C IF NO DLPT OR DLRPT EXISTS FOR THE SOLDIER'S CLANG LANGUAGE, THE SOLDIER MAY REQUEST AN ORAL PROFICIENCY INTERVIEW

(OPI). THE OPI SCORE QUALIFIES THE INDIVIDUAL FOR FLPP BASED ON THE SPEAKING SCORE ONLY.

11. TO ENSURE SOLDIER ARE PAID THE CORRECT FLPP RATE ALL SERVICING PACS OR PSBS MUST FOLLOW THE PROCEDURES FOR AWARDING, CHANGING, MAINTAINING, TERMINATING OR REINSTATING FLPP IN AR 611-6, CHAPTER 6, PARAGRAPHS 6-8 THROUGH 6-11 FOR RESERVE COMPONENT SOLDIERS AND PARAGRAPHS 6-12 THROUGH 6-17 FOR ACTIVE COMPONENT SOLDIERS. THE REQUIRED STEPS FOR FLPP ARE OUTLINED IN TABLES 6-4, 6-5, AND 6-6 AND ARE STILL VALID. THE PROCEDURES AND STEPS MUST BE USED ALONG WITH THE 11 APRIL 2000 ALARACT MESSAGE DTG 111305Z. TWO SEPARATE ORDERS MUST BE GENERATED TO START AND STOP FLPP PAYMENTS. THE DFAS PAY SYSTEM DOES NOT GENERATE AN AUTOMATIC TERMINATION DATE FOR FLPP ENTITLEMENT AND LOCAL FINANCE OFFICES CANNOT ENTER A FUTURE STOP DATE. MANUAL ORDERS MUST BE GENERATED TO INITIATE THE REVISED PAYMENTS FOR FLPP I AND FLPP II. THE ORDER MUST CONTAIN THE FOLLOWING INFORMATION: (1) ACTION, CHANGE, TERMINATE, OR REINSTATE; (2) AUTHORITY: ALARACT MSG DTG 111305Z APR 00 & AR 611-6; (3) PAY CODE/AMOUNT (I.E., F1/\$100 (FLPP I)); (4) LANGUAGE CODE (I.E., 'GM' = GERMAN); (5) FLPP CATEGORY (I.E., FLPP I); (6) TERMINATE DATE; (7) PMOS, BRANCH CODE AND/OR FA; (8) ADDITIONAL INSTRUCTIONS: SUSPENSE DATE FOR SOLDIERS TO RETEST AND SERVICING PACS TO CUT ORDERS TO TERMINATE FLPP ENTITLEMENT ALSO CROSS-REFERENCE MULTIPLE LANGUAGE INFO FOR FLPP I SOLDIERS. SEPARATE ORDERS MUST BE CUT FOR MULTIPLE LANGUAGES (FLPP I SOLDIERS ONLY).

12. THE FOLLOWING LISTS CRITICAL LANGUAGES FOR BOTH FLPP I AND FLPP II. THIS LIST IS EFFECTIVE AS OF THE DATE OF THIS MESSAGE. THE LIST PRESENTED IN FLPP MESSAGE DTG 111305Z APR 00 IS IN EFFECT UNTIL THE DTG OF THIS MESSAGE. NOTE CHANGES TO FLPP II. THE ARMY CURRENTLY HAS MET ITS CRITICAL NEEDS IN SEVERAL CATEGORY I AND II LANGUAGES. THESE LANGUAGES WILL NO LONGER BE ELIGIBLE FOR FLPP II PAYMENTS. SOLDIERS WHO HAVE ALREADY BEEN TESTED WILL CONTINUE TO BE PAID FOR THE FULL 12 MONTHS OF THEIR ELIGIBILITY.

#### FLPP I LANGUAGE

AFRIKAANS - AA  
ALBANIAN - AB  
ARABIC-MODERN STANDARD  
ARMENIAN - AT  
BENGALI  
BULGARIAN - AS  
BURMESE - BY  
CAMBODIAN (INCL KHMER) - XB  
CHINESE-MANDARIN  
CZECH - AX  
DANISH - BD  
DUTCH - BI  
ESTONIAN - BP  
FINNISH - BF  
FRENCH - FR  
GEORGIAN - BR  
GERMAN - GM  
GREEK-MODERN - GR  
HAITIAN-CREOLE - BX  
HEBREW-MODERN - HE  
HINDI - HJ  
HUNGARIAN - BY  
INDONESIAN - JN

ITALIAN - CK  
JAPANESE - JA  
KOREAN - KP  
LAO (ALSO LAOTIAN) - LC  
LATVIAN (INCL LETTISH) - DA  
LITHUANIAN - DJ  
MALAYSIAN - DB  
NORWEGIAN - EF  
PERSIAN (INCL FARSI)  
POLISH - FA  
PORTUGUESE-BRAZILIAN - PQ  
PORTUGUESE-EUROPEAN - FL  
PUSHTU (ALSO PASHTO) - PU  
ROMANIAN (INCL MOLDAVIAN) - FV  
RUSSIAN - RU  
SERBO-CROATIAN - SC  
SINGHALESE (INCL MALDIVIAN) - GM  
SLOVAK - GQ  
SLOVENIAN - SL  
SPANISH - GW  
SWAHILI - HC  
SWEDISH - HS  
TAGALOG - HJ  
THAI (INCL SIAMESE) - TH  
TURKISH - TU  
UKRAINIAN - UK  
URDU - UR  
VIETNAMESE-HANOI (ANNAMESE) - JN

FLPP II LANGUAGE

ALBANIAN - AB  
ARABIC-MODERN STANDARD  
BENGALI  
BURMESE - BY  
CHINESE-MANDARIN  
ESTONIAN - BP  
FINNISH - BF  
FRENCH - FR  
GREEK-MODERN - GR  
HEBREW-MODERN - HE  
HINDI - HJ  
INDONESIAN - JN  
JAPANESE - JA  
KOREAN - KP  
LATVIAN (INCL LETTISH) - DA  
PERSIAN (INCL FARSI)  
PUSHTU (ALSO PASHTO) = PU  
RUSSIAN - RI  
SERBO-CROATIAN - SC  
SINGHALESE (INCL MALDIVIAN) - GM  
SLOVENIAN - SL  
THAI (INCL SIAMESE) - TH  
TURKISH - TU  
URDU - UR  
UZBEK - UX  
EXPIRATION DATE CANNOT BE DETERMINED...